

# BPOA BENEFIT SUMMARY SHEET

For Employees Hired On or After January 1, 2008

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
\$350.00/month towards medical plan  
plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
City contributes to plan provided by BPOA
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **LIFE INSURANCE**  
\$10,000 Voluntary Employee Paid Plan (includes  
\$12,000 Accidental Death & Dismemberment for  
covered accident/injury/loss)
- **ACCIDENTAL DEATH & DISMEMBERMENT**  
Work-related accident up to \$50,000

## RETIREMENT BENEFITS

- **RETIREMENT – PERS**  
**3.0% @ 50 OR 2.7% @ 57**  
(depending on PERS membership date and City hire date)  
PERS will determine Classic or New membership  
status; if there is a portion of Employee Contribution  
paid by the City, it will be reported as Special  
Compensation for retirement purposes only
- **VOLUNTARY EMPLOYEES BENEFICIARY  
ASSOCIATION (VEBA)**  
1.5% of base salary/month, \$30.54/month employer  
contribution, and 100% of the cash out value of sick  
leave at time of retirement

## VACATION AND HOLIDAYS

- **VACATION**  
Less than 5 years of service.....2 weeks/year  
5-14 years of service.....3 weeks/year  
15+ years of service.....4 weeks/year
- **HOLIDAYS**  
12 fixed

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 30 hours/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**  
160 hours/year per Military & Veterans Code; plus up to  
one year difference between City/military pay
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY  
RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period (must  
supplement with paid leave if available)

## MISCELLANEOUS

- **UNIFORM ALLOWANCE**  
\$1,000/year; Safety equipment provided
- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
75% up to \$5,000/fiscal year per terms in MOU
- **WORK SCHEDULE** is flexible based on assignment &  
department needs
- **EDUCATIONAL INCENTIVE PAY**  
AA.....\$175.00/month  
BA/BS.....\$275.00/month  
MA/MS.....\$450.00/month
- **POST CERTIFICATES**  
Intermediate 5% of Officer top step  
Advanced 9% of Officer top step  
Supervisory 9% of Sergeant top step  
Management 15% of Lieutenant top step

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.